

103<sup>D</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 5127

To amend title VII of the Civil Rights Act of 1964 to establish that English-only rules cause an adverse and disparate effect on certain employees and applicants for employment.

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## IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 28, 1994

Mr. UNDERWOOD introduced the following bill; which was referred to the Committee on Education

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## A BILL

To amend title VII of the Civil Rights Act of 1964 to establish that English-only rules cause an adverse and disparate effect on certain employees and applicants for employment.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*  
3       That section 703 of the Civil Rights Act of 1964 (42  
4       U.S.C. 2000e-2) is amended by adding at the end the  
5       following:

6       “(o) For purposes of this title, an employment prac-  
7       tice that requires an employee or an applicant for employ-  
8       ment to speak only in English shall be presumed to be

- 1 an employment practice that causes an adverse and dis-
- 2 parate effect on such employee or such applicant.”.

